



Radcliffe Town Sports Club

Members of the Manchester Football League, North Bury Junior Football League & Bolton, Bury & District Football League



Equality & Diversity Policy for Radcliffe Town Sports Club

1. Policy Statement Radcliffe Town Sports Club is committed to encouraging equality, diversity, and inclusion among our players, officials, and members, and eliminating unlawful discrimination. The aim of our club is to be truly representative of all sections of society and our community, and for each player, official, and member to feel respected and able to give their best.

2. Scope This policy's purpose is to provide equality, fairness, and respect for all in our club, whether they are playing, officiating, coaching, or spectating. It applies to all members, volunteers, and visitors.

3. Our Commitment Radcliffe Town Sports Club will not unlawfully discriminate against any person on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, or sexual orientation.

The Club is committed to:

- Creating an environment in which individual differences and the contributions of all our members are recognised and valued.
- Ensuring that every member, volunteer, and visitor is treated with dignity and respect.
- Making training, development, and progression opportunities available to all players.
- Promoting a positive atmosphere free from bullying, harassment, victimisation, and unlawful discrimination.
- Taking serious complaints of bullying, harassment, and discrimination, and dealing with them in a timely and effective manner.



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4. Forms of Discrimination The following forms of discrimination are unacceptable within Radcliffe Town Sports Club and will not be tolerated:

- **Direct Discrimination:** Treating someone less favourably than you would treat others in the same circumstances.
- **Indirect Discrimination:** Applying a rule, policy, or practice that has a discriminatory effect on a particular group.
- **Harassment:** Unwanted conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.
- **Bullying:** Misuse of power or position to persistently criticise, humiliate, or undermine someone.
- **Victimisation:** Treating someone unfairly because they have made a complaint about discrimination or harassment.

5. Reporting Procedures Any member who feels they have been a victim of discrimination, harassment, or bullying should report the matter immediately to a club official or the Club Welfare Officer. All complaints will be investigated in accordance with the club's complaints procedure and, where appropriate, disciplinary action will be taken. We will treat all complaints in a sensitive and confidential manner.

6. Review This policy will be monitored and reviewed annually to ensure it remains effective and compliant with current legislation and best practices.

SPORTS CLUB

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